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Get ready for contract
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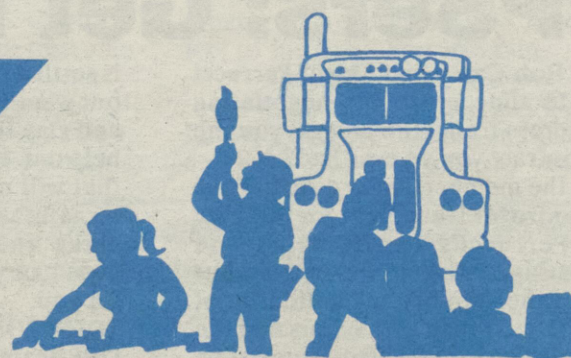
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TEAMSTER CONVOY DISPATCH

109



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Dec. 1992/Jan. 1993 #119



Our TDU Convention was a big success, a real battery-charger. We're ready to move into 1993 in key campaigns on local bylaws, the UPS contract and more. I work in the grocery industry. In Northern California, we're involved in a major battle with Lucky Foods over our contract. It's TDU's kind of union principles that I call on to give me the inspiration to keep up the good fight. How about you? We need your support to keep up the good fight.

—Steve MacDonald, Local 490 vice president, Vallejo, Calif.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers and union officials. TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Local 728 Uses Mail Ballot, Neutrally Supervised

Reformers Win Re-Election in Georgia

The Teamsters for Democracy (TFD) slate in Georgia Local 728 won re-election Nov. 10 by a 2-1 margin over their closest challengers. The victory reaffirmed the direction the local has headed since TFD defeated the Mathis family less than three years ago in an election supervised by the Department of Labor.

In their first term the reformers cut their own salaries and redirected the local's budget to organizing, a local newsletter

and other membership services. A successful rank and file organizing committee has been in place for two years. Perhaps their greatest accomplishment so far has been restoring democracy to the local. Their election victory was all the sweeter because they put their principles on the line and held a mail-ballot election, independently supervised by the American Arbitration Association. This is the procedure recommended by the Interna-

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GEB Issues New Model Bylaws

In early November the General Executive Board discussed and issued a new set of "Proposed Model Local Union Bylaws." They serve to bring the locals into compliance with changes to the IBT Constitution made at the 1991 IBT Convention and with recent changes in labor law. More importantly, the recommendations of the GEB, if adopted by a local, will make that local significantly more democratic.

Among the more significant recommendations are: 1. annual elections of shop stewards and the creation of stewards councils; 2. officers' salaries subject to

the approval of the membership; 3. mail-ballot elections supervised by an impartial outside agency, and 4. the right to an informed vote on contracts.

Ron Carey is strongly recommending that these Model Bylaws be adopted in a cover letter that accompanies them. But these proposals are not automatically incorporated into each local's bylaws, they must be adopted by the membership. Under the constitution, each local is free to adopt its own bylaws so long as they do not conflict with the constitution.

Some local leaderships, those

continued on page 6

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on this page.

UNITED PARCEL SERVICE

UPSers: Get Ready for '93

Are Ron Carey and Mario Perrucci going to slide up to the negotiating table across from UPS and get you the best contract you've ever had? *Not!*

We, the members, are going to have to organize for it and fight for it. Carey and Perrucci's leadership and negotiating skills will be critical, but without the support and solidarity of the membership in the centers and the hubs, you can forget getting more than a little money.

But so far more than 45,000 UPS Teamsters have returned their contract surveys to the IBT, more are coming in every day, and we're off to a good start on the campaign.

Getting Organized

If you're tired of getting tossed a few bones and being Buster Brown's dog, your union needs YOU to get involved now. What will it take and what can you do? Here's a brief overview. (We know it's peak season ... so hang in there, start slow and get ready to go in January.) Watch for the startup of TDU Contract Bulletins soon for more details.

- **FORM LOCAL UNION CONTRACT COMMITTEES.** UPS management will be well-trained in various divide-and-conquer techniques. To counter that activity and propaganda, our goal must be to have a union presence in every center and hub. Encourage your local to set up a contract committee of union reps and rank and file members, and to develop that network so it is able to make one-on-one contact with members throughout the campaign.
- **DISTRIBUTE LITERATURE.** Information is power. The union has to explain its side of the issues to the members and educate them. In this campaign there will be good literature available from the International and TDU. Your local should supplement this material with its own material as needed. Some material may come through the mail, but the most effective delivery system is you because you can talk as you hand out flyers.
- **ATTEND YOUR LOCAL UNION MEETINGS.** Every general membership and craft meeting will be important from now until the contract

is settled. This is your chance to find out what's going on, give your input, and stay in touch with how you can help out. If your local is one of those that will not cooperate with the International and the membership—make them cooperate with the power of your numbers. They work for you.

- **JOIN TDU.** TDU will be there for UPS Teamsters throughout the campaign, as we have in the past. Our goal is to support the International leadership's efforts, as we believe they will be behind the membership this time. TDUers will also be looking to work directly with their local unions to build the strength of our union's solidarity. But where your locals won't work with you or the International, we'll be there to help you cover those bases. Please support TDU with your membership (see front page for membership application) and donations, and help distribute bundles of this newspaper and future Contract Bulletins.

What Are We Fightin' For?

Full-time jobs, pensions and H&W, an Innocent-Till-Proven-Guilty grievance procedure, an end to production harassment, equal pay for equal work and no multi-tiered wages, COLA, protection against railing and subcontracting, job security from new technologies, safer workplaces and vehicles, more money — right? ... and the list goes on. Presser and McCarthy gave UPS a decade of concessions; realistically, it's going to take more than one contract to get back on track.

So what are our priorities? We've got to have a bargaining strategy to pull our 160,000 voices together, to unify our union—part-time and full-time members—so we can get the best contract for all. This must be discussed with our co-workers in the break rooms and employee parking lots, on the CBs and telephones, and in our union halls.

Here's one idea of What We're

Fightin' For. (Send your ideas to *Convoy Dispatch* and we'll include them in future issues.)

The greatest job growth and profit margin is in the Air Operation. It is the weakest article in a bad contract. It's a fact that Article 40 was written by the corporation and rubber-stamped by Presser's negotiating committee. The old guard gave up full-time jobs, the top union pay scale and seniority rights without an argument,



CONTRACT WATCHDOG

much less a fight.

To protect those good full-time jobs we do have, and to open up new full-time opportunities for full-timers and part-timers alike, the Air Operation must come out of its second-class Teamster status. The part-time membership at UPS is growing rapidly, yet our creditors, landlords, mortgage companies, doctors, food and clothing stores all hit us with full-time responsibilities.

We are fighting for the right to hold decent full-time jobs that pay good wages and benefits and on which we can raise our families and build our hopes and dreams.

What do you think? Let us know.

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Debra McBride-Smith, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Earl China, Oklahoma City Local 886
Norma Columbus, Oklahoma City Local 886
David Dethrow, St. Louis Local 688
Joe Fahey, Watsonville, Calif., Local 912
Judith Kehoe, Providence, R.I., Local 64
Steve MacDonald, Vacaville, Calif., Local 490
Michael Ruscigno, New York Local 138
Rick Smith, Atlanta Local 728
Hank Steger, Houston Local 988

Alternates:

Frieda Burgan, Phoenix Local 104 spouse
Dave Kapitula, Wilkes-Barre, Pa., Local 401

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1992 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (510) 658-7159.

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UPS Contract Expires in 8 Months

Members Talk With Perrucci on Contract

"We're here to negotiate a contract, not a strike. We're not here to put UPS out of business. All we want is a fair contract," Mario Perrucci explained to UPS activists, stewards and officials at the TDU Convention. The event marked the first time that a director of the union's Parcel and Small Package Trade Division has attended one of our National UPS Meetings. The meeting also was attended by several members of the UPS National Committee.

Perrucci's statement early in the meeting might have been intended to clarify that he and Ron Carey are not "strike happy," as management and some union officials would like to



Vice President Mario Perrucci, the IBT's director of the Parcel and Small Package Division, sat down with UPS activists, stewards and officials at the TDU Convention to talk about the 1993 contract.

portray them. However, Perrucci's been dealing with UPS for most of his working life and went on to explain, "The only thing I've found that stops UPS is strength. They don't understand grievances, arbitration. We've inherited problems since 1980. ... The only way to straighten things out is to take the company on, and the only way to do that is a concerted effort."

He spent the next 90 minutes field-

Who Wants Your Heart & Mind?
See page 11.

ing questions from members and showing he's in touch with their concerns. "More important than dollars is how they treat us," he said. Heads nodded in agreement as he went on to address some key issues.

Part-Time/Full-Time Jobs

Perrucci said the union must stem the continued growth of part-time jobs. This would have the double effect of opening up more opportunities for full-time employment and protecting the job security of current full-timers.

"UPS feels employees will solely vote their pocketbooks. ... A lot of people sell part-timers short. I don't believe that. I think we've sold them short in the past. We've got to stop UPS from dividing and conquering," he said.

Grievance Panels

One of the top priorities in this contract is to take a look at the grievance panels and what can be done to revamp them, Perrucci said. "We've got to get a review process of lower panels, particularly where a member's job is taken and they have no other recourse."

He said he agrees with an Innocent-Till-Proven-Guilty grievance procedure in which in most cases the member stays on the job until a decision is reached on his or her case at the grievance committee. The Northern California Package Rider is the only rider or supplement to currently have this language.

25-and-Out Pensions

Of course, 25-and-out is on the minds of many UPS Teamsters, and Perrucci and Carey have had such benefits in their local unions for years. But they have local benefit plans. Perrucci was very careful about making promises he can't yet keep when many of the major funds, such as Central States, are still controlled by the old guard.

"I'm not going to say I'm going to get 25-and-out," he said, "but what I did do is send a letter to every pension plan to ask what they'd need in con-

tributions to achieve that. It is a reality that can be achieved. Can I say we'll get it for everybody this time? No I can't."

Voting on Supplements

At the 1991 IBT Convention, delegates voted to give members a

"You now have leverage (on supplemental agreements) to hold our feet to the fire," Perrucci said.

Strike Benefits, Rumors

It's no secret that the IBT's strike fund needs more funding and that as it currently stands a general strike at

"We're here to negotiate a contract, not a strike. We're not here to put UPS out of business. All we want is a fair contract."

— Mario Perrucci

separate vote on their supplements and riders to the master agreement. Under the new rules of voting, members will have two votes—one on their supplement and one on the master—and the master agreement shall not be approved until all supplements are approved.

TDU advocated this change for years. In the past, with one vote on the master and the supplement, members in other areas were essentially voting on your supplement with little or no knowledge of what you were getting.

UPS of more than two weeks could deplete the fund. But, as Perrucci stated, "I will not let that stand in the way." He explained that the union has many strategic options for escalating actions at UPS in the event that strike activity is needed.

Finally, many members have called the TDU office in recent weeks regarding management-initiated rumors of a five-year contract. Perrucci knocked that one down in a brief sentence: "Don't listen to rumors of a five-year contract."

UPS & Downs

Local 688 Steward Calls for Unity.

In 1993 our UPS contract will expire and we will begin to negotiate a new one. There have been many changes within our union, some positive, some not so positive. However, the membership's concern about their union is being revived. They are concerned about concessions, unprocessed grievances, rights being violated, harassment and threats, and BAs not being responsive to their needs. Shop stewards have become frustrated and angry at our present grievance procedure, which has become a mere formality. Stewards are the front line support for the union, the liaison to the members, and a strong foundation for unity. They are subjected to harassment, demeaning remarks, and are singled out for even greater disciplinary action. Changes must be made to strengthen our unity, build a stronger foundation of trust, and regain our Teamster Pride.

We must be vocal in support of our members and strengthen our lines of communication, conduct meetings, and inform BAs of complaints. The membership needs to understand that our problems are theirs and their problems are our concern. BAs need to apply the same philosophy—are we not the same union? Let us begin to build a stronger and more spirited union, through team effort, stronger convictions and trust. Let's join hands NOW, and encourage full-time and part-time employees to participate in the New Teamsters, to take pride once again in our union, and move into the future with dignity and esteem. Because we are TEAMSTERS.

—Dale D. Ford, Local 688 steward, Rolla, Mo.

Start Your Solidarity Savings Now.

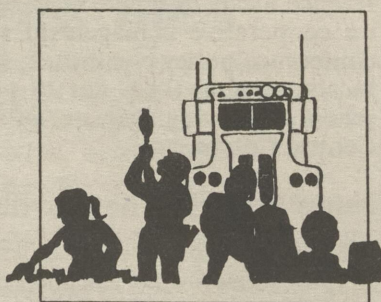
Preparation for the '93 contract is in swing and members' comments coming in to *Convoy Dispatch*. "Tell people they've got to start saving their money," said a member from Kentucky. "If we can send that message to UPS, Carey's and Perrucci's job will be that much easier." Another member from Virginia commented on UPS's phenomenal profitability (\$700 million in net profits in 1991 alone): "Record profits demand record raises!"

Call IBT Health & Safety About Haz Mat Incidents.

Have you witnessed or do you have knowledge of a hazardous materials incident on the job at UPS? If so, the IBT's Health and Safety Department wants to hear from you. Such incidents may or may not have been documented. Help the IBT monitor UPS by calling Lamont Byrd with your information at (202) 624-6960. In related news, a new video on enforcing the agreement between UPS and OSHA on the cleanup of hazardous spills is now available from the Parcel and Small Package Division. Talk to your local union about obtaining the video and about taking advantage of a training program available from the Health and Safety Department.

New TDU Organizing Brochure Available in English or Spanish

This simple, straightforward brochure describes the goals and accomplishments of TDU. Ideal to leave with anyone that you talk to about joining TDU who would like more information. Available free to any TDU member.



Send me _____ brochures in English
Send me _____ brochures in Spanish

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to:
TDU, Box 10128, Detroit, Mich. 48210

FREIGHT NEWS

TDU Fights DOT Rule Change

"No! Or better still, Hell No," responded one road driver to TDU's survey seeking comments on the DOT's proposed hours-of-service rule change. That's the sentiment expressed in most of the 740 surveys tabulated. TDU sent a report on the survey to the DOT in an effort to defeat the proposed rule change.

The DOT wants to relax the rules that currently govern persons operating commercial motor vehicles. The proposed rule change would reset the hours of service clock after 24 hours off duty, and would thereby allow an employer to require a driver to work up to 100 hours in an eight-day period.

Safety Concerns

The 740 TDUs who responded to the detailed survey find the DOT proposal all too suspicious. "Big Business lobbies are urging rule changes so they can squeeze even more work out of dead-tired drivers," said John Vagena of Kansas City, Mo. More than 72% of all drivers who responded said they need more than 24 hours of rest after completing a 60-70 hour work week. Other studies, such as that mentioned by the Citizens for Reliable and Safe Highways (CRASH), show that driver fatigue is a primary cause of more than 40% of all truck-related crashes and is the number one cause

of death among truck drivers.

"Increasing on-duty and driving time with even less rest is a death sentence for truck drivers and other motorists," explained one CRASH representative.

Jack C. Thomas, a truck safety activist who spoke to drivers at the TDU Convention, compared the proposed rule to slavery. "Any short-term gains the trucking companies might get from this would be offset by the long-term damage to our economy due to death, injury, property damage, and higher freight costs as a result of skyrocketing insurance (costs)."

Many drivers who responded to the survey asked why truck drivers can have such inhumane hours when similar requirements are impermissible in other jobs. "I don't see why a person can't make a decent living in a 40-hour work week," protested Norman Banwarth of Orland, Calif.

Abuse of Current Rules

Drivers fear the proposed rule change in part because they believe the current rules are not adequately enforced. Some 71% stated that their employers pressure them to run up against the limits of the current hours of service rules. "The DOT should keep closer tabs on companies that force drivers to abuse the hours of

operation rules," urged William Poss of Phoenix. Some 92% said that the proposed rule change would allow employers to require more driving hours on a weekly basis.

Fear of Employer Retaliation

"While the rules state that any driver can refuse to drive because of fatigue, it is not uncommon that drivers who do so are the object of reprisals," explained Arthur Fox, an attorney and workers safety advocate in Washington, D.C. "True, if the driver is lucky and is able to shoulder the burden of proving his fatigued state and the unlawful character of his discipline, he may get his job back a year or more later and win a life-long reputation as a troublemaker. Meanwhile, his fellow drivers won't take the

risk of suffering reprisals; they would prefer to risk their lives and not their livelihood." Of the drivers responding to the TDU survey, 73% believe that such a refusal to drive because of fatigue will result in discipline or other employer retaliation.

What Happens Now

The TDU survey has sent a clear message to the DOT: Teamsters cannot see how such a rule would promote safety or morale. The overwhelming majority of those surveyed believe the rest periods in the current rules help, rather than hurt, employee morale. In addition, more than 30,000 Teamsters signed IBT petitions challenging the proposal. Now it's up to the DOT to determine whether implementation of the rule is justified.

Freight Lines

Yellow Opens 2nd Non-Union Operation.

Yellow Transportation, Yellow Freight's new non-union subsidiary, opened its second non-union intrastate operation in Tennessee on Oct. 20. Using intrastate operating authority purchased from Jones Truck Lines, leased equipment and non-union drivers, Yellow opened its first non-union intrastate operation in Texas in July. It plans to open non-union operations in Arkansas, Georgia, Illinois, Kansas, Mississippi, Missouri, Nebraska and Oklahoma.

Roadway Enforces 24-Hour On-Call Policy.

When Paul Hastings achieved preferential casual status, Roadway in Norfolk, Va., informed him that his "preferential" treatment required him to be available for work calls 24 hours a day, seven days a week. Paul received several warning letters for violating the policy and was discharged on April 3. He won reinstatement through the grievance procedure and the issue was referred to the Virginia negotiating committee for a definitive interpretation. Roadway discharged Paul a second time after he was unavailable for two work calls. Paul and his steward wrote up another grievance, but Local 822 filed it in an untimely manner. It deadlocked to the JAC in Baltimore, which upheld the discharge on the untimely argument. The negotiating committee still has not ruled on the policy.

Yager Sides With Employers on Team Concept.

The IBT has established a Team Concept Committee to study and respond to cooperative management schemes such as EXCEL at CF, TQM at Yellow, and TQA at Roadway. Past IBT administrations virtually endorsed these union-busting schemes. Now in the Central Conference, Jack Yager and the old guard are still siding with the employers and trying to sabotage the new educational program. The IBT invited Central Conference locals to send a representative to a three-day school in November on cooperative management schemes in St. Louis. Yager, chair of the conference policy committee, sent a thinly veiled threat to all conference locals warning them not to participate. Despite Yager's treachery, the school is drawing Teamster officials from across the nation, including the Central Conference.

Notes From Mechanicsville.

Excerpts from an article by a mechanic in the *Memphis Reporter*, the TDU chapter's newsletter: Recently people who keep the mechanical side of the trucking industry moving were asked, "What would make your job better?" Many answers were given from better working conditions to more pay. There are many inadequate working conditions that mechanics work in ... from poor ventilation and lighting to not having the proper parts to repair equipment. ... Why is it that the aircraft industry has such a good safety record when it comes to mechanical failures? ... The average tractor trailer rig is exposed to more people in one month than a passenger airliner is in a year. The area of safety is the most important job a mechanic has, but we can only make these units as safe as our company will allow us to.

Buffalo Local 375 Takes on CCX

Teamster Local 375, Buffalo, N.Y., decided to take direct action against the opening of a new non-union CCX terminal in Cheektowaga. On Oct. 12 Con-Way Central Express (a non-union subsidiary of CF) started up operations within Local 375's jurisdiction; the local responded immediately by putting up a picket.

"Con-Way Central is a successor to Con-Way East, which closed after we struck them in August of 1990," said Brian Masterson, secretary-treasurer of Local 375. "We lost 60 members in that strike and we want them rehired

and put back to work."

Nearly 400 Teamsters staged a rally on Oct. 24 in front of the CF terminal in protest of the action taken by the parent company. Local 375 has approximately 1,600 members, down from more than 4,000 in the late 1970s. The new CCX operations threaten to put even more Teamsters out of work as non-union drivers at CCX will acquire some work already done by union drivers, as well as all new freight. CCX is offering a whopping 50% discount to first-time shippers!

Yager in Wintz's Back Pocket

George Wintz, owner of Wintz Parcel Service, worked hard to keep the International union out of negotiations when he bought OK Trucking and Century Motor Freight. Wintz bought the regional carriers in early 1992, but refused to recognize the NMFA that covered both carriers. Central Conference officials Jack Yager and Harold Yates rallied to Wintz's aid to keep the International out and sign a contract.

In an affidavit dated Feb. 28, Wintz stated that he had met with Yager and Yates on various occasions on how they could keep the International out and keep Wintz from being bound by the NMFA. At one point Wintz quoted Yates as promising, "Well, this will be real easy then. We can keep the International out and get it resolved." Wintz's and Yager's stonewalling of the International caused the OK and

Century drivers to suffer months without health insurance and other benefits before an agreement could be reached on a white paper agreement.



CARHAUL NEWS

Teamster Carhauleders Lose Traffic

Fight for Phoenix!

The Teamster carhauleders and rail loaders who handle GM traffic at the Phoenix railhead could lose their jobs on Jan. 1. Their work, with CCI and PMT, was recently rebid and assigned by GM to two non-union companies: the haulaway was given to D.M. Trucking Inc., and the loading and unloading went to a company called FREMAC.

D.M. Trucking was only created in August 1992, and D.M. Trucking and FREMAC share a common corporate officer, William A. McDonald. FREMAC and D.M. Trucking will be operating out of a new railyard across town, since the traffic was also switched from Southern Pacific to Santa Fe. The net result is that the entire operation will go non-union!

International Stands Tall

When the Phoenix traffic was up for bid, Teamsters at CCI and PMT were pressured to take cuts in order to keep the work. The CCI drivers voted against any reductions, and the IBT stepped in to prevent PMT from pressuring its workers into any cut-rate deals. The International stood up for good union principles, refusing to allow the corporations to pit one group of Teamsters against another.

Now the carhaul companies are trying to place the blame for Phoenix at the union's feet, and are using it to intimidate Teamster carhauleders in

other cities. Terminal managers are saying, "You may have to take cuts if you don't want what happened in Phoenix to happen here."

This is pure anti-union propaganda. Teamster carhauleders still haul the overwhelming majority of new traffic in the United States. It was the union's clout that forced the parent corporations (Ryder, Leaseway, Transco, etc.) to sign contract language curtailing double breasting. Now the corporations are angry and looking for ways to retaliate against the union, and are using the Phoenix situation as a club.

GM Part of Problem

GM is also on a campaign to weaken its unions, and is cutting costs at the expense of working people. Spearheading their cost-cutting rampage is GM's new head of worldwide purchasing, Ignacio Lopez. Since coming to Detroit last May from GM Europe, Lopez has demanded, and won, double-digit price cuts from thousands of GM suppliers, creating severe pressure to cut labor costs.

Recently, the United Auto Workers (UAW) struck plants in Lordstown, Ohio, Lansing, Mich., and nearly struck in Anderson, Ind., over job preservation. The Teamsters and the UAW have a common concern over GM's attacks on union members. With top GM management in disarray, and the corporation struggling for profits,

the corporate giant can ill afford a confrontation with the two most powerful trade unions in the country. A joint Teamster-UAW effort might make GM think twice about eliminating UAW production workers and Teamster carhauleders.

Organizing Is Key

While the Teamsters union is still strong in carhauling, we all know what happened in freight. We know about Overnight, J.B. Hunt, the Con-Ways, Schneider National, Spartan, Viking, etc. With GM's switch to non-union in Phoenix, the Teamsters faces another challenge in the fight over the future of carhaul.

Attacks on our wages and working conditions are coming on numerous fronts. Teamster carhauling companies are pushing harder than ever

for competitiveness and cut-rate deals. And now GM is testing the waters for further non-union delivery of its products.

The IBT has created a fund of \$34 million for organizing. That's an enormous step forward from the old guard's weak commitment to building our union. Several International Vice Presidents and International Reps are working on a plan to stop GM's attack.

Rank and File Support

Rank and file carhauleders have to do our part. Make sure that everyone knows what's going on. Call up your local officers, and ask how your local can help. Call up the International and offer your assistance. We are all more vulnerable if Phoenix goes non-union. We must all be ready to FIGHT FOR PHOENIX!

Concern Grows About Slip Seating, Night Delivery

The increased use of night delivery and slip seating (having day and night drivers use the same truck) is causing concern among carhauleders across the country. The primary issue is safety.

Take Selkirk, N.Y., for example. Allied Systems started doing night delivery from its Selkirk terminal last Spring. They have nine drivers working days, and nine working nights, using the same trucks. One of the first concerns raised by the night drivers was getting lights put on the trucks. It took one driver four months to get lights put on his truck, and eight other trucks still don't have them.

Pre-trip and post-trip inspections are also a problem. Night drivers, in particular, have to rely on the day driver, since it is difficult to inspect a truck in the dark. There is also more wear and tear on the equipment. While slip-seated trucks have priority in the Allied shop at Selkirk, drivers worry that their trucks will be more prone to having problems.

No One at Dealerships

The other big concern is having no one around at the dealerships for delivery. No one would know if something happens to a driver at night. Some weeks ago, a Selkirk driver fell off his truck while making a night delivery. Luckily, someone driving by found him and took him to the hospital. Another fear is that some dealerships are located in isolated areas that are dangerous at night. Some drivers fear that night deliveries, with no one around, increase their chances of being accosted. At some dealerships, the lights go off with a timer, making the work environment even more worrisome.

Night delivery makes it difficult to monitor damages. In Selkirk, a couple of dealers have been taken off the

night delivery program because they have hammered the company on damages. Unlike with day deliveries, when a driver can watch what damages dealers claim, a night driver has no way of knowing what happens to the cars after he drops them off. Allied has stated that no one on nights will get written up for damages.

Some Drivers Like Nights

Companies are trying to save money by handling more traffic without having to buy new equipment. Pressure on the companies from the shippers, such as the 48-hour delivery requirement, also explains the shift to night delivery.

The Allied drivers in Selkirk are split on their opinion about night delivery. "Even though I don't like it, if they knock off the night delivery, I'm out of a job. They say they don't have the trucks. They can't handle the traffic they've got," said one driver. Some like not having to deal with a lot of traffic on the roads. They can get done early, and not have to hassle with the dealers.

Recommendations to improve night delivery include: paying a premium on mileage for night delivery; putting lights on the trucks, and installing cellular phones in the cabs. But others say they don't want it at all. Jim Carothers, steward at the CCI terminal in Dearborn, Mich., said, "We are heading into the winter months. We could be out there all by ourselves, maybe in a dark, isolated area. We could hurt ourselves and freeze to death before anyone finds us. CCI started night delivery here about two months ago. We've filed a protest with the Central/Southern panel. The company wants to make it a board bid, and we are disputing it as a safety issue."

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CCI, Jacksonville Local 512

Right to Vote on Workrules

In early October, over 100 Teamsters at Commercial Carriers Inc. in Jacksonville, Fla., filed charges against Local 512 for refusing to allow them to vote on their workrules. In the past, the CCI drivers had been allowed to elect their workrule bargaining committee. Not this time.

After the rules were implemented, they were subsequently changed by agreement between Local 512 business agent Clyde Carpenter and the company, again without rank and file approval. The change had to do with the percentage of drivers allowed on the first and second bid boards.

The IBT Constitution, Article 12, Section 2, clearly states that the mem-

bership shall have the right to vote on riders or supplements to a master agreement. In the past, unfortunately, the word "rider" has not been interpreted to include workrules. The decision of whether to vote on workrules has been left to each local. The Jacksonville CCI Teamsters are challenging that past practice.

Said CCI driver Ronnie Greene, "Without being allowed to vote on them, we don't have any voice over our local workrules. The workrules can set your wages, trips, working conditions, even your seniority. In 1988 we got majority rule on our contracts. Now, several years later, we have to fight for our right to vote on workrules."

THE NEW TEAMSTERS UNION

Reformers Score Election Victories

continued from page 1

tional union in its newly issued "Proposed Model Local Union Bylaws."

"Conducting the election this way cost right at half what it would have cost for our local to run the election—plus it was fair," said Don Scott, Local 728 president. "When you consider having to send out an election committee with ballot boxes, you've got to pay those people lost wages, benefits, and so much per mile. It's very simple to see why a mail ballot is cheaper."

Another benefit of the independently supervised election was its fairness. In the Local 728 election, every slate and independent candidate was given a representative on the election committee to watch every step of the mailing and counting process. And having an independent agency run the election allowed the local's officers to stay more focused on representing the members and not have to give so much time to the logistics of the election.

So, if it's cheaper, fairer, and enables officials to conduct their

duties with less distraction, why wouldn't local union's want to get on that bandwagon?

Looking to the future in Local 728, Scott said, "We've got a long way to go, a lot more changes to make. Together with the International we will make those changes."

Other Election News

A number of other reformers have won office so far in local elections, some of whom have reported their victories to us.

In Los Angeles Local 208, the New Teamster Slate swept all executive board and business agent spots. TDuer John McTigue, one of the victorious candidates, said, "It's a great victory for all of us who have worked so long for reform." Western Conference Freight Director Archie Murietta was on the losing incumbent slate.

In La Salle, Ill., Local 722, TDuer and CF road driver Mark Serafinn won the principal officer position with the Rank and File Slate. In Hickory, N.C., Local 61 a reform slate swept all the positions. TDuer Harry St. Clair, elected as trustee on the New Teamsters Slate, said, "We formed a coalition slate, and we went out to the people and told them we are working for the Ron Carey program." In Muscle Shoals, Ala., Local 402 a reform slate led by Michael Kendrick was victorious.

In the 8,000-member Los Angeles Local 396, the long-time incumbents

barely won, and the New Teamster Unity Slate took one position on the board, in a surprising showing. This is one of a number of locals where the incumbents have not had a serious challenge in many years, but in the New Teamsters, a rank and file tide is rising.

Seattle Local 117 is the largest Teamster local in the Northwest, and in its 55-year history there has never once been a contested election for principal officer, until now. Arnie Weinmeister retired as head of Local 117 last year, and appointed his nephew, John A. Williams. The New Teamsters Slate, in the first-ever challenge, took three spots on the executive board, and has submitted a number of serious protests to get a fair, re-run election. Kathleen O'Sullivan, the newly elected recording secretary, was recognized for her great efforts with a solidarity award at the November meeting of the Evergreen TDU Chapter.

Election in Nashville

At press time campaigning was con-

tinuing in a key race in Nashville Local 480. Luther "Boss Hog" Watson decided not to run and passed the old-guard torch to Claude Layhew. Layhew is trying to strike a nerve with a campaign flyer declaring that "Incumbent Proven Teamsters" so far this fall have won six contested elections in the South against "The New Teamsters," who have won zero.

Those elections underscore how difficult it is to unseat incumbents. But a deeper examination of many of those elections shows how far reformers have come in their local unions. They have created viable "second parties" in formerly "one-party states." There are more contested elections, and issues are being debated. Old guard officials are moving in the reformers' direction and offering themselves to the members as "born again reformers" who have the experience.

But because incumbents, in most cases, control all aspects of the election process, the shroud of Teamsters Elections Past, with their intimidation and corruption, still hangs over the incumbents' victories.

Boycott Diamond Walnuts!

Diamond replaced its veteran employees, members of IBT Local 601, with scabs. Don't use Diamond products for your holiday treats.

IBT Proposes Changes To Grievance Panels

The International union is starting its efforts to reform the grievance procedure, and has begun by proposing certain changes to the carhaul grievance panels. Changes to grievance panel rules of procedure must be negotiated with the employers involved, and cannot simply be enacted by the union. Therefore, the union's proposals only represent its initial position, and must undergo the negotiating process—the employers will have their proposals, and will accept or reject the union's positions, leading to further negotiations.

Chief among the union's proposals are:

- Requiring a tape recording to be made of all proceedings, and giving members the right to receive a transcript of their hearing upon payment of a reasonable fee.
- Requiring panels to issue decisions (instead of just saying "grievance denied"), at least in discipline and seniority cases. The decisions should include, at a minimum, the facts of the case, the alleged contractual violation, and the basis of the panel's decision.
- Allowing shop stewards to attend all

panel hearings, including those in which they are not directly involved.

- Requiring that the rules of procedure be posted outside of the committee hearing rooms.
- Giving the grievant the right to attend his/her hearing.
- Requiring that a union secretary, in addition to an employer secretary, co-administer each panel.

The union is further proposing that the International have the authority to appoint the chairpersons of all area conference, state and city level panels. In addition, the union is arguing that the rules of procedure negotiated at the national level apply to all lower level panels as well. The union is also developing a set of standards for union panel members sitting on all panels.

These proposed changes represent a big step toward repairing the grievance panel system. The carhaul employers, who are the first to be presented with the union's proposals, are resisting them. Negotiations will continue over changes to the carhaul panels, and are expected to be extended to UPS and freight in the next negotiations of those master agreements.

GEB Issues New Model Bylaws

continued from page 1

who sincerely embrace the democratic program of the New Teamsters, may sponsor these bylaws reforms. Others, probably most, will resist these reforms just as they have in the past. It will rest upon the rank and file to propose, organize for, and adopt them over the opposition of the old guard.

Rank and filers in Local 429, Reading, Pa., plan to introduce the model language on elected stewards in their local. According to Don Riccio, "President Burns keeps telling us that he supports the Carey reform program. We'll see if he supports it enough to allow democracy in his own local. I'll keep you posted."

In the past, when similar reforms were proposed, the old guard would try to confuse the issues by arguing, "They violate the International Constitution. The International will veto them." Now, with these reforms com-

ing with the sponsorship of the International, these red herrings won't float.

Most locals allow bylaw amendments to be introduced only once a year, in January (to be sure, read your bylaws); they are then read again in February, and then read and voted on at the March meeting. Since most locals require a two-thirds vote to pass a bylaw amendment, the rank and file have to organize a potent movement of activists committed to these changes, who will show up and vote them in, especially where opposition is expected from the incumbent local leadership.

If you are interested in obtaining a copy of the Proposed Model Local Union Bylaws, contact TDU. (Free to TDU members, others please include donation.) If you want help in planning what parts to introduce, and how to go about it, TDU help is available.

IBT Employees Go Union

Some 196 employees at the IBT headquarters voted in late October to go union, with the Office and Professional Employees International Union (OPEIU) Local 2. The vote was 103 to 67.

Ron Carey and Tom Sever had issued a statement to all employees stating they were not opposed to the union drive, and urged all employees to vote. Afterward, Carey congratulated them on their choice, and concluded "we look forward to negotiating a fair contract that meets the needs of both the employees and the Teamster members we all work for." IBT Vice President Sam Theodius had earlier urged voluntary recognition of the union.

Prior administrations, according to a member of the organizing committee, Joe Horgen, had made unionization very difficult. "Most of us on the committee had been involved in trying before. In one case, during the Presser administration, a union that was interested was scared off. It was at that time that I got in touch with TDU."

The unit includes clerical employees, data processing, custodial, technical, building security, etc. It does not include International Reps, organizers, department heads, confidential secretaries, writers, and others who are political appointees. Just as a union of business agents in a local is inappropriate, a union of these employees would be, also.

TDU CONVENTION

TDU Convention Charts Direction

After the tremendous victory last December that elected Ron Carey and his slate, there was some speculation that TDU may not be needed in the New Teamsters. But testimony from numerous rank and file Teamsters and reform officers at the convention verified what many of us in TDU knew to be true. There are still many corrupt or inept conference, joint council and local officials who need to be replaced. There was at the convention a renewed commitment that replacing those old guard officers with a new leadership is one of TDU's goals in the coming period.

It was evident at this convention that TDU members have educated themselves more than ever, and dis-

played a sophisticated approach to problems facing the New Teamsters. Participants struggled with difficult issues such as developing ways to support the new administration and yet keep TDU's independence, and the need to be critical when necessary.

No one was pleased with the slow pace of change, but members generally realized the complexity of the situation for the new IBT leadership. There were two large workshops at the opening of the convention on "TDU in the New Teamsters Union" where hard questions were put to International VPs Diana Kilmury and Bill Urman on several issues. Some members put forward the importance of more decisive steps being taken to "level the

playing field" in local union elections, where dirty tricks by the old guard are still the rule in many locals. And members of the New York-New Jersey Chapter of TDU called for decisive action against corruption by the IBT as the best way to clean up our union and the best answer to government attacks. Other members discussed the need for faster action on reform of the grievance panels in the freight industry, and elsewhere. Members cheered wildly when International VP Mario Perrucci said, "We still have enemies out there. ... They want us to fall on our face. ... Corporate America is talking to some of our enemies, and I hate to say that. ... It's time to say (to old guard leaders who obstruct programs), either come aboard or we will take you out!"

Carey addressed the convention

Saturday afternoon, thanking TDU members for "giving so much time and energy to turn the union around." He listed changes made since taking office and agreed that much still needs to be done.

"I'm impatient, too," he said. "But we face powerful forces from corporations, from the government, and even from those within our own ranks." He asked that members judge progress by "how far we've come. ... And we must stay focused on how much there is to do."

There was consensus on the need to support Carey and the new leadership and work with them on positive programs and to get the old guard out of the way of progress. A resolution titled "TDU in the New Teamsters Union" was overwhelmingly adopted by the convention (see below).

Members Give \$62,000 to Build TDU

At the TDU Convention, the nearly 600 members present contributed and pledged \$62,614 to TDU, and sister organization TRF. These enthusiastically given donations kicked off a three-point program for overcoming financial difficulties and keeping our movement strong and growing.

"I got personal satisfaction out of donating because I've seen the good TDU has done over the past 17 years. And the work is not done," said Local 822 member Bill Haley of Norfolk, Va. "If we put our time, talent and money into the right effort, we'll get the changes we need in the locals, joint councils and conferences. I've always donated to TDU over and above the dues; there's good stewardship of the money and there's never been a waste. And I'm a thrifty kind of fellow."

The \$60,000-plus was raised in just 30 minutes on Saturday evening after the banquet program, a time that included lots of solidarity and good fun, too. A genuine Jackie Presser watch was auctioned off (not many of those still in existence). Also auctioned was a "permanent picket sign" donated by TDU ISC member Mike Ruscigno, and expertly displayed by Local 138 member José Zilvetiz — who elicited cheers as well as bucks.

During the program, the Arizona TDU chapter challenged all other chapters to pledge, and most immediately rose to the challenge. The dedication shown by members was fantastic, and the total raised was double the amount raised last year. Hundreds of members pledged \$200, and some a good bit more. The International VPs and Reps in attendance pledged and donated \$16,200.

"It was moving to see our members take responsibility to help with the financial problem of keeping TDU strong," said TDU trustee Gordy Teller from Local 741 in Seattle. "In our chapter, we're going to ask the members to make pledges like was done at the convention. I hope other



TDU steering committee member Mike Ruscigno of N.Y. Local 138 helped with fundraising efforts at the convention.

chapters will do the same."

TDU Financial Crunch

Earlier in the day, convention delegates had reviewed and approved the financial report presented by TDU National Organizer Ken Paff. It showed that TDU had raised nearly \$50,000 more from our members this year than last, and that we've increased recruitment. However, our sister organization, the Teamster Rank and File Education and Legal Defense Foundation (TRF) has lost a large amount of income. TRF gets part of its income from charitable foundations, which have greatly cut back support. As a result, TDU is being forced to pick up some of TRF's work, and is suffering a financial shortfall that cannot continue.

The plan to meet these financial difficulties has three parts: 1. an increased program of TDU recruitment by activists and chapters; 2. an increase in TDU dues of \$5 per year (see separate article); 3. increased donations from members.

"It takes money to run any organization," said trustee Teller. "And the new Teamsters union needs TDU desperately. Where else would Ron Carey find the army of soldiers—activists—to carry out his programs and motivate other members to join in?"

TDU in the New Teamsters Union

Excerpts from a resolution adopted by the TDU Convention on Oct. 24.

TDU Stands Proudly on Its Record

... We can take full credit for some of these accomplishments. For others we proudly share the credit with Ron Carey and other allies. In all of them we succeeded because we mobilized the membership.

TDU Supports the Changes Made by the New Administration

... TDU is pleased to support these new directions with positive suggestions, with help in mobilizing the members, and with help in providing leadership from rank and filers to International vice presidents. ...

TDU Remains Independent From the New Administration

... In some areas we can work fully cooperatively with the new administration. In other areas we will work fully independently. ...

- TDU will continue to see our main role as educating and mobilizing the membership for the common good of the membership. The shop floor is where we stand strongest.
- TDU will continue to lead the fight for democracy and activation of the membership in local unions, including in local union elections.
- TDU will expand its role in fighting for the members' rights at the joint council and conference levels.

TDU Reaches Out to All Groups of Rank and File Teamsters

... The employers have always used racism and sexism to keep workers from achieving the full power we can have when we are united. ... Therefore, TDU has initiated a Women and People of Color Committee (see page 9), which has three purposes:

- To find and develop leadership among Teamsters who are women and people of color.
- To help change old assumptions and prejudices within our own ranks.
- To provide ideas for recruiting more women and people of color to TDU.

Conclusion

We have proudly written a chapter in labor history. We now begin the next chapter.

First Increase in 5 Years

TDU Dues to Increase \$5 Per Year

The TDU Convention voted overwhelmingly to increase TDU dues from \$30 to \$35 per year, effective Jan. 1, 1993. It is the first increase in TDU membership dues since 1987.

"I don't think it will hurt membership recruitment a bit," said Gordy Teller of Seattle, who presented the motion. And TDU activists surveyed unanimously agreed. The increase of just \$5 per year (which amounts to just

42 cents per month) will help TDU deal with a deficit in our budget.

Dues remain \$30 until the end of the year, and new membership application forms and renewal forms will be printed and distributed. In addition, the dues rate for retirees, spouses, and low-income Teamsters (who gross less than \$17,000 per year) were increased from \$15 to \$20. This was the first increase in the low-rate in nine years.

GROCERY NEWS

Vons Drivers Fight Back

Team Concept Aims to Destroy Union

Gerald Moerler
Local 63, Vons Grocery
Los Angeles

Vons Grocery in Southern California has instituted team concept programs as yet another way to cut employees' throats. To some, it appeared our company was turning over a new leaf, trying to establish good relations with us and giving us something for nothing. But the real goals are not to benefit workers, and can be destructive. At Vons, they threaten to break down the union's strength, may lead to job losses, divide the drivers, and have nearly led to violence.

Vons started holding Round Table meetings between drivers and supervisors some time ago, but these didn't fulfill their goals. Over the last few months, many signs of team concept began to appear, such as team assignments where individual's absences and job injuries hurt the team, and participation in programs such as the Vons Employees' Association to earn points toward prizes. Show teams, clean truck contests, special assignment positions and family picnics scheduled on union meeting days were all efforts to get employees to "participate." The Quality Circle Group (QCG) is the latest part of the plan, and is our biggest threat.

These schemes have worked to a dangerous degree. Workers began to believe the message, which is that you don't need the union because Vons

will take better care of you without it. A number of employees were sucked in because of all the perks. For example, QCG members were given special status and authority, work flexibility, budgets, offices and special assignments. We now see some of them dressed in slacks and wearing ties, more often working behind the dispatch counter and in meetings than driving trucks. They frequently work off the clock to complete their "more important" work.

The Real Story

The true goals of the company became clear when the QCG began to formally organize and expand into other departments and areas where they didn't belong. Group members included supervisors and selected employees from all locations, but no stewards or union representatives. The key group leaders were former management personnel, who had future supervision hopes. The group was initially supposed to assist management in solving safety and equipment problems, things all drivers wanted to see fixed. But once well established, the QCG tried to branch out into contractual and negotiable areas, working on everything from new uniform standards and smoking policies to attendance policies and accident point systems. An incentive plan to pay store receivers to speed up drivers and reduce their delivery times was intro-

duced, and at least one QCG member worked intensively with management to help implement the "Trucks" system—a computer program designed to consolidate and reroute loads in order to cut runs and lay off drivers!

In developing cooperation schemes, most companies use similar tactics. They use rhetoric that traditionally belongs to unions, and terms like "dignity," "empowerment," and "respect." Companies attempt to displace the union's role. Procedures are changed, and paid positions are created that alter the politics of the union. Favoritism and recognition are given to those who cooperate, while harassment and peer pressure are used against those who don't. The aim is generally to replace the union with "cooperation," increase efficiency and productivity, and reduce the work force. The programs also soften up workers to accept concessions such as two-tier wages, temporary jobs and contracting out.

Fighting Back

Vons drivers have not just accepted the program lying down. They were fed up with Vons' "management by stress," harassment and contract violations. The company's plans to use the QCG to bypass the union and negotiate important contractual issues and develop incentives were exposed to scores of drivers in a debate between many critics and the QCG spokesman, who accepted a challenge and made a rare appearance at a union meeting. The result was a request by

our union business agent that the QCG stop meeting until an official union position was reached.

Armed with QCG meeting minutes, postings and other documentation, along with information on team concept obtained from TDU and *Labor Notes*, drivers presented their case to the union. Labor law defines groups such as the QCG as "labor organizations" if they discuss negotiable subjects. If the company establishes them without participation of the union, and supports or controls such groups, they are considered to be company-dominated labor organizations, and are illegal under labor law. Our Local 63 agrees that the QCG at Vons is such a case, and has approached International Vice President Bill Urman, chairman of the IBT's newly formed Team Concept Committee, for assistance in developing a plan of action, including the education of BAs and stewards.

Exposing the QCG's hidden agenda has destroyed its credibility, and the group appears to be dead in the water. One QCG member, so upset about the imminent loss of special status, benefits and preferential treatment, has threatened the life of another union member. We hope proper action will terminate Vons' program, but even when this episode is over, union members need to be educated about the dangers of team concept programs. The best action to take is DON'T PARTICIPATE in any of these programs, and GET INVOLVED IN YOUR UNION.

Kroger, Atlanta Local 528

Cook: 'Vote Till You Get It Right'

Local 528 President Jerry Cook kicked the members while they were down and ordered them to vote till you get it right, resulting in a 204 to 136 approval on Oct. 19 of the same contract Kroger Teamsters had rejected by 62% on Oct. 3.

The only difference between the approved agreement and the one rejected earlier was a nickel moved up from the fourth to the third year of the four-year agreement, which provides hourly increases of 50¢-25¢-30¢-25¢.

Copayments on insurance begin the final year of the contract at \$9 per week for family and \$5 per week for single coverage in the PPO plan. The membership lost its PCS prescription card, and now will have a Kroger card, which can only be used at Kroger drugstores. Many employees do not live in areas where Kroger has stores.

"It's not the moving of the nickel that passed the contract, it was the intimidation tactics, the threat of losing jobs," said steward Ken Hilbish, a lone dissident on the bargaining committee and the only one to keep members informed.

Cook and BA Don Skinner worked with Kroger to get the contract approved. It is no coincidence that the vote came just days after the results of

a hotly contested union election won by Cook's slate, and now under protest. Cook's tactics were calculated to kick the members while they were down after the election.

"I've been associated with unions for 10 years and I have never, in contract negotiations, been called in by the company to explain the contract without any union representation present," said driver Dave Leffers.

Kroger is now retaliating against the membership with the local's acquiescence. Long-standing general-purpose bulletin boards have been torn down and unfair labor practice charges filed by members. Kroger is re-evaluating mileage on runs in existence for 10 years to gain back some of the wage increases.

Local 528 members are fighting to keep their unity, but feel alone in the struggle. "We hear Carey's moving our union forward but we don't see it down here," said Leffers. "He's got to do more to make elections fair and overturn corrupt ones like ours. Does Ron Carey think he'd have been elected if McCarthy had run the IBT election? That's what we're dealing with. It affects the whole Southern Conference. Our contract's a small part of it."

The Grocery Bag

Struggle for Fair Contract at Lucky Lingers On.

The struggle to win a decent contract at Northern California Lucky Stores goes on ... and on. Lucky is trying to take one of the best Teamster grocery contracts in Northern California and gut it.

Lucky is demanding a package of benefit and work-rule concessions that would cost its Teamster employees \$6 an hour. In response, Teamsters from locals 70, 78, 150 and 490, while continuing to work, have embarked upon an on-again off-again boycott and corporate campaign of Lucky Stores.

The union boycott, when operative, consists of weekend leafletting of stores, phone banking and canvassing of communities surrounding the stores, press conferences and coalition-building with other labor, community, civil rights and womens' groups.

Lucky, for its part, has unilaterally implemented its last concessionary offer twice so far only to then call it off in return for a temporary union suspension of boycott and corporate-campaign activities. At press time, the International union has entered the negotiations on behalf of the affected Teamster locals, but little or no movement in the negotiations has occurred.

Grocery Corporations Nervous

Changes in our Teamster union and the federal government are making the grocery corporations nervous. Articles in the management magazine *Supermarket News* show the fears that corporations have about the new leadership in the Teamsters union, and a Democratic administration. Said one corporate executive, "What we are seeing under the new Teamster administration is a new emphasis on enforcement." One article lamented that Carey had replaced the union's warehouse director, Tony Lock, which was "very disappointing" to management.

LOCAL UNION NEWS

How Bargaining Unit 12 Was Lost

Teamsters Local 287 in San Jose, Calif., in 1990 started a campaign within Bargaining Unit 12 of the State of California, which numbers approximately 10,500 "blue collar" state employees.

An organizing plan was formulated by Ken Mee (then a carhaul driver), Ward Allen, Mario Gullo and concerned volunteers. The plan contained a complete agent-training section, and since the unit was spread all over the state, it was contemplated that the 10,500 new members would be members of local unions throughout California, with one master agreement and a common grievance procedure.

Unit 12 had an unaffiliated, and thoroughly discredited, independent association. It was ripe for certification by a real union—the Teamsters. Enter the Western Conference of Teamsters in the person of Mike Riley and his organizing director, Leonard Smith, who has been a protege of Vicki Saporta and serves as the WCT organizing coordinator on the IBT payroll. Smith proved to be a major roadblock. Instead of taking a cam-

paigned that was fully prepared and running with it, Smith chose to criticize and waste precious time in an attempt to redesign it.

Agent training was non-existent, and the campaign became full of negative talk and no action on the part of Smith and Carole Cook (no longer employed). As a result, the time that was available for card gathering quickly came and went and with a great flourish, Riley announced the campaign was dead!

By contrast, within two weeks the Operating Engineers (OE) gathered the necessary cards and petitioned for an election. The result was an overwhelming OE victory. What could have been 10,500 new members was frittered away, either deliberately or through ineptness. Sadly, we'll probably never know, but Smith still remains on the job, in charge of all Teamster organizing within the WCT!

To this day, state employees in Unit 12 still ask, "What happened to the Teamsters?" Is the old guard still alive and well in our union? You bet they are!

New York Officers Suspended

John Burke, principal officer of New York locals 868 and 917, and the other officers of those twin locals, were suspended from the union by court-appointed administrator Frederick Lacey. Burke and the other union officers had created an "associate member" program, in which management personnel from union-represented companies paid into a union H&W plan. Burke and the union officers used the money paid by management to increase their salaries instead of benefitting the membership. In addition, Burke received il-

legal loans from the union, and Secretary-Treasurer Harold Wolchok misled the IBT when it investigated.

In related news, four officers of New York Local 810, including local president Dennis Silverman, were charged by court-appointed investigator Charles Carberry with illegally collecting millions of dollars in pension funds. The officers terminated the plan in 1987, divided the \$5 million in assets among themselves, and then established a new fund. Local 810 has been controlled by the Silverman family since the 1950s.

Milwaukee Local 344

Grand Jury Indicts Business Rep

Business representative James Wonser was indicted on Oct. 27 by a federal grand jury on 64 counts of submitting false receipts worth more than \$3,000 to Milwaukee Local 344. Between 1987 and 1990, according to the indictment, Wonser claimed to have dined with representatives of several companies represented by Local 344, and submitted receipts for those meals for reimbursement to the local. Management officials say they have no knowledge of such meals.

Ongoing Struggle For Reform in Local

This indictment is one more incident in the ongoing struggle for reform in Local 344, and lends strength to the belief by reformers that their local has not been run in the best interests of the membership.

In the fall of 1991, six TDU members were elected to the Local 344 executive board. They had chosen not to run against principal officer Ron Strzelecki, who was re-elected unopposed. Since assuming office, the

reformers, including UPS National Grievance Committee member Mike Brannan, have had to fight both Strzelecki and the local business reps every step of the way.

Strzelecki has denied the executive board access to information, refused to reimburse them for expenses, and has prevented them from acting in their capacity as local officers. The six board members filed charges against Strzelecki, which were recently upheld by the International union, requiring Strzelecki to acknowledge the rights and authority of the new board members.

The indictment of Wonser raises more questions about the local. Either Wonser stole from the local with fraudulent meal receipts, or he had a regular habit of spending large sums of money dining with management. Either way, the members of Local 344 deserve to know whether such conduct is common among other local business reps, and if it is condoned by Strzelecki, who handles the local's finances.



Rick Sather of Minneapolis Local 638 (I.), Bilal Chaka of Long Beach, Calif., Local 692, and Pat McIntosh of Chicago Local 743 report to the TDU Convention on the TDU Women and People of Color Committee (WPOCC.) The committee was formed to bring issues facing women and minorities to the forefront of our organizing efforts, and provide education on those issues. The WPOCC is currently formulating a mailing list of all interested persons. If you would like to receive information on useful literature, resource lists, and other educational materials, please fill out the form below and return it to the Detroit TDU office.

☐ Yes, please add my name to a mailing list to receive information on discrimination in the workplace.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to:
TDU, Box 10128, Detroit, Mich. 48210

Lacey Bans Ligurotis

Dan Ligurotis was banned for life from membership in the Teamsters union, and was stripped of his positions in a decision by Judge Frederick Lacey in early November. Ligurotis heads Chicago Local 705 and the 100,000-member Chicago-area Joint Council 25. He also ran for IBT secretary-treasurer last year on the Shea-Ligurotis ticket.

Ligurotis was found liable on all charges brought by court-appointed investigator Charles Carberry. He was found guilty of giving himself a retroactive pay increase from the union of \$75,000, and also of borrowing an additional \$75,000 from the union to pay back the union pension

fund. The Department of Labor had sued him over payments he received from the fund, so he took union funds to pay up. Lacey found this to be embezzlement.

He also was found guilty of hiring felons, and of bringing a loaded gun to the union hall. The gun was the weapon he used to kill his son, Dan Ligurotis Jr., in the union hall in August 1991. He was acquitted two months ago of murder charges; it was determined to be justifiable homicide.

Ligurotis' expulsion from the Teamsters is stayed pending approval by Judge David Edelstein, a process that normally takes a couple of months.

N.Y. Fuel Oil Drivers Prepare for Contract

More than 2,000 Teamsters in the heating oil business in New York City and Long Island are preparing to win improvements when their contract expires Dec. 15. Besides submitting proposals to their Local 553 officials, members have met to plan how to supplement the work of the appointed negotiating committee.

Substandard riders used by Mystic Oil and others to undercut the contract are a major issue, as is the subcontracting of building deliveries to non-union trucking operations.

Thirty drivers from nine major employers met on Oct. 1 to discuss the contract. It was voted to issue an infor-

mational bulletin to prepare members in case of a bad offer. Steps will be taken to ensure that members get complete contract information when they vote.

Union strike benefits have been raised and a simple majority vote (no longer two-thirds) can send bargainers back to the table. Members at the meeting also favored a quick, short return to bargaining before a strike if a contract is rejected.

Those present noted an absence of yard workers and members covered by Long Island's contract. All agreed to extend communication to these members.

PENSION, H&W NEWS

IBT Forms Interim Retiree Advisory Board

The New Teamsters Union is reaching out to Teamster retirees to find out how to involve retirees in building the union and use the union's strength in retirees' interests.

Thirteen retirees from the United States and Canada were asked to sit on the new Interim Retiree Advisory Board; in turn, these 13 have been meeting with retirees and retiree clubs in their respective areas. (Sadly, one of the retirees died after the first board meeting.)

"The Advisory Board members are looking forward to establishing a new kind of relationship between the International union and the typical retiree," said board member Bob Mat-

tingly, a retired Los Angeles Local 896 business agent. "We're just starting the work of defining what that relationship will be."

The advisory board met for the first time in August 1992. One of its first priorities was to involve retirees in getting out the vote in the presidential election through voter registration and absentee ballot campaigns. Retirees also got involved this fall in the California Economic Earthquake Express, which publicized the dangers of the North American Free Trade Agreement, and in Ron Carey's Midwest Caravan to promote support for the Clinton-Gore ticket. Also, a subcommittee was set up to explore pos-

sibilities for a national prescription drug program to aid retirees and active Teamsters with escalating health care costs.

The full board will meet again in early February to assess progress and make further plans. One long-range goal, according to R.D. Smith, a retired carhauler from Kansas City, should be to get Teamster pension

plans to implement some form of COLA on pensions. (The International, of course, has no control over how these pension plans set their benefits.)

Smith is an enthusiastic member of the new Interim Retiree Advisory Board. He says, "I know I am in the position to help a lot of retirees that have never had a voice in their future. Now they can use mine."

Petition on Officers' Pensions

Dale Kallenberger
Trustee, Local 174
Seattle

The Teamster Affiliates Pension Plan is the second (or third or fourth ...) pension for full-time officers, BAs, and everyone else who works for a local union or IBT affiliate. This costs us about \$12 million per year out of the dues sent to the International union, at a time when our newly active International needs more funds!

I feel that every working Teamster should have moneys put into a pension for their retirement. If some local union staff have only the Affiliates Plan, some provision will need to be made to provide them a pension.

But our officers and staff should have only one pension, like the members. So I have started a petition drive to send a message to the IBT General Executive Board to do all they can to stop funding multiple pensions, starting with the Affiliates Plan. I campaigned against multiple pensions in 1991, as did many Teamster brothers and sisters.

For copies of this petition to distribute, write to:

Stop Officers Pension Funding
2220 South 320th, Suite C, Box 62
Federal Way, Wash. 98003

If we get to work, we can put that money to the use of the members!

Conrail Workers Win \$7 Million

Eighteen former Conrail workers, who were members of New York Teamsters Local 807, won more than \$7 million in an age discrimination lawsuit after their jobs were taken over by another contractor. The workers had been employed at the North Bergen Conrail yard in New Jersey, loading tractor-trailers on and off rail cars. The incoming contractor refused to hire them, despite their years of experience, and replaced them with younger workers.

Said attorney Louie Nikolaidis, who handled the case, "Because of this being a jury trial, with the panel consisting of working-class men and women, justice prevailed. They were not swayed by the deception of the company lawyers. It is my strong opinion that all discrimination and retaliation cases should be heard by a

jury, because working-class men and women have more compassion for fellow workers trying to make ends meet than most judges do."

The company is expected to appeal.

Local Unions Squabble

This case also involved some intra-union backstabbing. When the new contractor took the work in September 1990, it already had a signed agreement with New Jersey Teamsters Local 641 to represent the new workforce.

When Local 807 set up a picket line to protest the displacement of its members, the old guard at the International union ordered them to take the picket line down. The old IBT refused to intervene, and allowed Local 641 to cooperate in replacing long-time Teamster members.

Transportation Worker Solidarity

The following quote is from a rank and file railroad workers' newspaper, *Straight Track*.

"The changes in the top leaderships of several rail unions, the Teamsters, the West Coast longshoremens' union, and others in 1991 all indicate that rank and file transportation workers will not sit by passively and watch the accomplishments of decades be ground into dust while union officials get their pictures taken shaking hands with the high and mighty.

"There is no future in railworkers, truck drivers and other transportation workers fighting each other over whose masters are going to get the biggest piece of the pie. We have to unite as workers and wage earners and

forthrightly state that it is we, and not the corporate profit hogs, who really stand for a transportation system in the interests of the whole society."



The Corporate Elite

Sometimes we in the Teamster reform movement get so disgusted with the bloated salaries of old-guard union officials that it's good to remind ourselves about the people who rake in truly outrageous sums of money: the CEOs of Corporate America. Their six- and seven-digit incomes are the result of our good, Teamster labor. The following list is by no means all inclusive, but a sample. Most if not all of these CEOs also bag additional perks, stocks, etc.

Company	CEO	Salary*
Albertson's	Gary Glenn Michael	\$701,000
Allied-Signal	Lawrence A. Bossidy	\$1,184,000
American Stores	Victor Lund	\$847,000
Amoco	H. Lawrence Fuller	\$1,302,000
Anheuser-Busch	August A. Busch III	\$1,879,000
Boeing	Frank Shrontz	\$1,188,000
Campbell Soup	David Willis Johnson	\$1,444,000
Coastal	James Robert Paul	\$814,000
Coca-Cola	Roberto C. Goizueta	\$3,142,000
Conagra	Philip B. Fletcher	\$1,120,000
Consolidated Freightways	Donald E. Moffitt	\$487,000
Dayton Hudson	Kenneth A. Macke	\$1,165,000
Fleming	E. Dean Werries	\$764,000
Gannett	John J. Curley	\$1,300,000
Giant Food	Israel Cohen	\$1,258,000
Honeywell	James J. Renier	\$1,276,000
Kohl's	William Kellogg	\$805,000
Kroger	Joseph A. Pichler	\$600,000
Martin Marietta	Norman R. Augustine	\$1,262,000
Norwest	Lloyd Peter Johnson	\$1,647,000
Pepsico	Wayne Calloway	\$1,912,000
Phillip Morris/Miller	Michael A. Miles	\$1,777,000
RJR Nabisco Holdings	Louis V. Gerstner Jr.	\$3,179,000
Roadway Services	Joseph Mark Clapp	\$767,000
Ryder System	M. Anthony Burns	\$764,000
Safeway	Peter Alden Magowan	\$1,264,000
Scripps	(E.W.) Lawrence A. Leser	\$809,000
Sears, Roebuck	Edward A. Brannan	\$980,000
Stop & Shop	Lewis G. Schaeneman Jr.	\$1,264,000
SuperValu	Michael W. Wright	\$1,011,000
Sysco	John F. Woodhouse	\$1,067,000
Vons	Roger E. Stangeland	\$1,009,000
Walgreen	Charles R. Walgreen III	\$1,054,000
Wetterau	Ted C. Wetterau	\$1,038,000
Yellow Freight	George E. Powell III	\$343,000

* Source: Oct. 12, 1992, issue of *Business Week*. According to *Business Week*, "The amount shown is salary and short-term bonus as reported to the Securities & Exchange Commission. Long-term compensation is normally excluded."

** United Parcel Service is not a publicly traded company, therefore information on UPS is not available from the SEC. Rest assured, however, that Oz Nelson is not living in poverty in Atlanta.

LETTERS FROM OUR MEMBERS

Great Convention!

As a third-generation union member, carpenter, steelworker and 13-year Teamster, I have never been more proud of my union than when I attended the TDU Rank & File Convention in St. Louis. This was absolutely the most organized, educational and informative meeting I've ever attended in all my years with organized labor. I was impressed with every member of TDU and its staff for taking the time to provide answers for each one of our group.

I feel very fortunate that I have had the opportunity to meet and converse with rank and filers from across our nation and Canada who share the same concerns, harbor the same feelings and are willing to go the extra mile to put our union into the hands of the rank and file. I was

also pleased to meet International vice presidents and representatives and, yes, even President Ron Carey. For the first time in 10 years I can truthfully say that I am proud to be a Teamster. Thank you, TDU, for helping our newly elected president with his democratic reform programs and for helping us take control of our International.

I was particularly impressed with the speeches given by Carey and Vice President Mario Perrucci. I only regret that all Teamster brothers and sisters and those government officials who are investigating our union could not be there to hear their messages and to see the determination, concern, and compassion for the rank and file in these men's faces.

I would especially like to thank the folks at the Longview, Texas,

Stroh Brewery who took up a collection to enable me to represent them at the convention. President Carey, keep up the good work, we're behind you 100%.

Ron Ford
Local 745, Stroh Brewery
Longview, Texas

On Raising Per Capita Taxes

I read with interest your article on the current financial problems of the IBT's General Fund and Out of Work Benefits Fund. Without getting into how to pass around the blame for this situation between the government, the old guard and the convention, which passed the \$200 strike benefit, I agree with you that this is a major problem that should be dealt with by increasing the money going into the International.

However, over 90% of the members of my local union work under about 100 different contracts that are negotiated by the local union. They pay an average dues of \$20 per month, of which nearly a third is paid out in per capita, leaving a very tight budget for the local union. They pay the same per capita that is paid by freight or construction locals in this area, many of which have average dues of over \$30 and pay less than one-fifth of their dues into per capita.

If the per capita is to be raised, I think that the only way to do it without crippling low-wage locals like mine is to base the per capita on a percentage of the dues that the lo-

cals receive, in the same way that dues are based on wages of the members. This way when wages go up and dues go up, per capita goes up. If there is just an across-the-board increase in per capita, it will unfairly hurt low-wage locals, and financially penalize locals across the country if they choose to organize low-wage workers who are most in need of union representation.

Mike Johnston
Local 890 business agent
Salinas, Calif.

CF Workers Say Thanks

Concerning your article "Mack Pulls One on CF Workers" in the *Convoy Dispatch* dated Sept. 1992, #117, we can only say that as three of the affected members of Local 70 and long-time CF employees, the story is pretty right-on. As for now we would like to take this opportunity to thank General President Ron Carey for establishing the Ethical Practices Committee and Freight Division Director Dennis Skelton for sending our grievance on to that committee for review and hopefully an investigation into our unknowing loss of our master seniority rights, a condition we had enjoyed through several CF changes of operation. Thank you, TDU, for the article on our plight.

James P. Sweeney
Jack Boyle
Dan Miranda
Local 70, CF
Oakland, Calif.



TDU members elected their new International Steering Committee at the TDU Convention. It includes six first-time ISCers. The convention also elected from among the ISC TDU's co-chairs and national organizer for the coming year. Pictured above are Pete Camarata (l.), Dan Campbell, Ken Paff, Diana Kilmury and Michael Savvoir.

Management's 'Quality Programs'

A Battle for Hearts and Minds of Union Members

Joe Atkins
Local 677, UPS
Waterbury, Conn.

At September's Connecticut TDU chapter meeting, a workshop was held dealing with management "quality programs" (like Excel at CF, KORE at UPS, Right Side Up at Pepsi). Charlie Richardson, director of the Technology and Work Program of the University of Massachusetts, was the guest speaker. Charlie focused on how these programs affect people, and whether they give the worker more or less control and involvement.

The thrust of quality programs is to get employees to buy into and accept changes that management deems necessary for improved "quality." However, the company's mission of goals is different from those of the workers. A company's goals for improvement are based on the need for profit, while the workers' goals for improvement are based upon good jobs that have a positive effect on their physical, emotional and mental well-being.

Through quality programs, management wants to control the workforce by tricking the employees into accepting their vision of quality. Workers are social animals, so they are drawn to

these programs for good reasons: job security, satisfaction, recognition, advancement, etc.

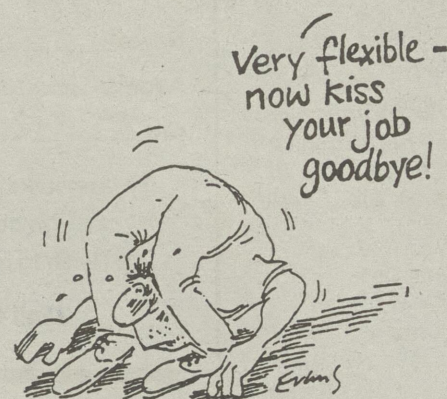
Why do union members look to a company that is motivated by profit and its own self-interest? It appears that quality programs fill a void for the worker that should be filled by our union in the collective bargaining process. Companies want to usurp the power of our great union, and get the loyalty of our members while breaking down their solidarity at the same time. They want our hearts and minds.

In this power struggle, companies employ sophisticated tactics; they use "smile words" like "respect," "dignity of the individual," "recognition," etc., to capture our hearts. To win our minds, companies ask workers to give up their ideas, but use only those which complement management's goals. They cite "competition," saying our ideas are needed for a secure job. We must not forget that for management, improvement means greater profits; while for workers, improvement is a means to a more positive job.

The battle line is clear: companies want to negotiate with the individual worker through quality programs, instead of negotiating with the union through the collective bargaining

process. As good union members, we must not let companies usurp the power of our union in negotiating for changes and improvements that will affect us in the workplace. Our sense of union solidarity and identification must not be weakened.

It is good news that the new General Executive Board has passed a resolution to examine this crucial issue. In the past, there has been no response from our leaders to these programs which undermine our union. Brothers and sisters, the battle is for the hearts and minds of our members. We must never forget that our goals and interests will be attained only by a strong union.



TDU Meets

ARIZONA
Saturday, Dec. 19
5 p.m.
9043 N. 36 Dr.
Phoenix

ATLANTA
Christmas party
To be announced

MILWAUKEE
Saturday, Jan. 9
10 a.m.
Security Bank
Layton & 76th
Greenfield, Wis.

PERU, ILL.
To be announced for
early December

SOUTHERN CALIFORNIA
Sunday, Dec. 13th
10 a.m.
VFW
101 S. Main
Pomona, Calif.

TWIN CITIES
Sunday, Nov. 22
1:30 p.m.
Macalester College
Trustees Dining Room
St. Paul, Minn.

Building TDU and Our Union

Nearly 600 Teamsters and supporters gathered in St. Louis on Oct. 23-25 for the 17th annual TDU Rank & File Convention. Members gathered to celebrate the major victories of the last year and to plan for the year to come.

We discussed the importance of building TDU, and agreed that we must continue to work toward our goal of an educated, active rank and file. Members attended workshops, company and jurisdictional meetings to learn our rights and to share ideas and strategies to mobilize others to take on the employers.

We agreed that building TDU was also building our union—that a strong, organized rank and file is crucial to furthering the reforms of the New Teamsters Union.

In coming together to share knowledge and ideas we re-energized each other for the tasks ahead—mobilizing on the shop floor, bringing democracy to our local unions, joint councils and conferences, and building TDU and the New Teamsters Union.

(See page 7 for more convention coverage.)



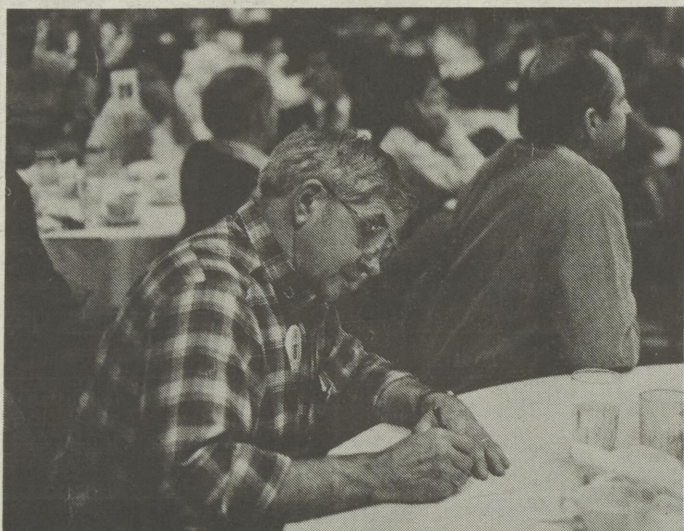
UPS members met both Saturday and Sunday to develop plans for the upcoming contract campaign. Above, Bob Hasegawa, Seattle Local 174 secretary-treasurer, participated in the discussion.



IBT General President Ron Carey (above) addressed the TDU Convention on Saturday afternoon, thanking the members for their part in the history-making reforms in our union "that no one believed possible." He went on to say, "I ask you to measure our union's progress by how far we have come and by how far we have to go. We must take pride in what we've accomplished in nine short months. And we must stay focused on how much there is to do."

Judy Kehoe, newly elected member of the TDU steering committee from Providence, R.I., Local 64, spoke from the convention floor (at left).

Convoy Dispatch photos by Jim West/Impact Visuals



At our annual convention, members like the brother pictured above didn't hesitate to donate to their limit to keep our movement strong—hundreds pledged \$200 or more in 10 monthly payments. You can add your support, too. Every donation counts!

BE A TDU BUILDER!

It's not too late to join the leaders at the TDU Rank & File Convention who pledged and donated \$62,600 to help build TDU's strength. If you send in \$200, or pledge \$20 per month for one year, you'll be honored as a TDU Builder and receive a special lapel pin in recognition.

____ I'll pledge \$20 per month, or \$_____ per month, for one year.
Send me a monthly reminder.

____ I'll make a special donation of
☐ \$20 ☐ \$30 ☐ \$50 ☐ \$100 ☐ \$200 ☐ Other _____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Please make your check payable to TDU. Donations are not tax deductible.

No contributions accepted from employers or union funds.

☐ I wish to remain anonymous. ☐ You may print my name as a donor.

Mail to: TDU, P.O. Box 10128, Detroit, Mich. 48210